

## **People Scrutiny Committee – 13<sup>th</sup> October 2015**

### **Public Questions**

#### **Question from Mr Webb to the Executive Councillor for Health & Adult Social Care**

##### Question

“Southend hospital stem the high turnover of medical staff. Over the last 2 years 84 doctors had left. Recruitment drive cost paying agency staff £100,000 to hire 12 percent. What does the policy holder think of the hospital spending 100,000 on agency staff and what ways do you think the hospital could keep doctors?”

##### Answer

Recruitment and retention of staff in our hospitals is an Essex wide problem that has been identified by all concerned. We have proposed a County wide focus group to come up with solutions.

#### **Question from Mr Webb to the Executive Councillor for Children & Learning**

##### Question

“Cecil Jones has become an Academy. Does the portfolio holder think changing into 1 building, having zero tolerance for low level behaviour, clear guidelines on what expectations will raise standards at the school within short and long term?”

##### Answer

Cecil Jones is sponsored by LEGRA Trust. LEGRA have shown that they have improved outcomes at Belfairs by having very clear expectations that they shared with students about standards of behaviour at school. LEGRA also have very clear expectations regarding the high quality of teaching and learning that they expect their teachers to deliver to students in lessons.

LEGRA have sponsored Cecil Jones Academy - they have a very clear behaviour policy and expect students to conduct themselves accordingly. Behaviour and attendance are closely linked to a student's academic success. It is in the interests of all pupils that behaviour in classes and around the school is of a high standard. A zero tolerance policy sends a clear message to pupils that poor behaviour is not acceptable. I have no doubt that this will contribute to improved standards of attainment both in the short term and long term at Cecil Jones Academy.

Leadership and management of the Cecil Jones Academy has improved following the move of pupils onto one site. It is easier for leaders to monitor the quality of teaching, learning and behaviour and to ensure that high expectations for all pupils are consistently applied. It is also more time efficient as there is less teaching time lost with teachers walking from one site to the other during the school day.